

# 2008-2009 PERFORMANCE PLAN – Portfolio Manager, Asset Allocation / Risk Management (John Kowalik)

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## Quantitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
60%	Commodities vs. Index	Net of fees, excess return in basis points relative to fund performance benchmark: Commodity Portfolio – S&P GSCI Total Return Index. {SX1CA1 – CPERGSCI}	0 basis points = 0 +40 basis points = 1.0 +60 basis points = 1.5
15%	Inflation-Linked Asset Class (ILAC)	Excess return in basis points relative to benchmark. {SX2CA1 – CPERSCP4}	0 basis points = 0 +30 basis points = 1.0 +50 basis points = 1.5
10%	CalPERS Total Fund Performance	Net of Fees, excess return in basis points relative to Total Fund Performance Benchmark. Comp – PERS Total Fund All Portfolios – CalPERS Policy Index (Daily) {SJ1CA1 – CPERST02}	-40 basis points = 0 0 basis points = 1.0 +20 basis points = 1.5
85%	Subtotal	Quantitative Measures	

## Qualitative Performance Measures

Weight	Factor	Performance Measure	Incentive Schedule
15%	Leadership	<i>Human Resources staff is working with the Interim Chief Investment Officer to develop the qualitative leadership performance measures which will be presented for second reading.</i>	From Schedule
15%	Subtotal	Qualitative Measures	
100%	Total	Quantitative and Qualitative Measures	